

Agricultural Marketing Service
Office of the Deputy Administrator, Marketing Programs
Poultry Division, Grading Branch
Regional Office
Federal-State Supervisor
Agricultural Commodity Grader (Poultry), GS-1980-5

PL5

I. INTRODUCTION

The incumbent serves as a trainee and performs a variety of poultry or shell egg grading or inspection activities that will provide training and experience in grading, compliance, and certification techniques and in the application of official standards. Assignments are performed in poultry processing or packing plants or shell egg plants and may involve details or reassignment to a different geographical area as determined by management.

II. MAJOR DUTIES

The employee performs the following duties in a training capacity:

Examines product to determine conformance with approved contract specifications such as grade, weight, packaging and packing, and quality for various types of contracts. Prepares and issues certificates as required.

Monitors the plant and processing operations to assure that the plant remains in compliance with regulations relating to operating procedures and, in shell egg plants, to assure that the facilities and equipment are maintained in a sanitary condition.

In shell egg plants, assures that only approved chemicals, insecticides, and rodenticides are used; the product is labeled only with approved labels; and inedible product is appropriately identified and controlled.

Prepares and maintains reports and records related to the work such as plant production data, grading results, certificates issued, and administrative information.

Adheres to Equal Employment and Civil Rights policies, goals, and objectives in performing the duties of this position. Assures that written and oral communications are bias-free and that differences of other employees and clients are respected and valued.

**IN ADDITION, THE FOLLOWING DUTIES PERTAIN SPECIFICALLY TO EITHER
POULTRY GRADING OR SHELL EGG ASSIGNMENTS:**

Poultry Grading Assignments

Examines whole turkeys, chickens, ducks, geese, or other poultry or poultry parts considering such factors as class, fleshing, finish, freedom from defects, age, weight, and other conditions.

Applies the official standards and regulations to determine the product's grade based upon grading results.

Shell Egg Assignments

Examines shell eggs for weight, color, soundness, texture of shell, the absence of defects, clarity of yolk outline, and clarity and firmness of albumen.

Assures proper cleaning of eggs, proper cartoning or packaging of shell eggs and is responsible for the final grade determination in accordance with the official standards and regulations.

III. FACTORS

Factor 1. Knowledge Required by the Position

Level 1-4 550 pts.

Knowledge of poultry and shell eggs and of their general characteristics.

Familiarity with the general types of processing and storage methods pertinent to poultry and shell eggs as these affect general product quality.

Ability to learn the official grade standards and regulations, and to learn the specific grading and inspection techniques.

Factor 2. Supervisory Controls

Level 2-1 25 pts.

The supervisor or senior grader provides assignments. Detailed and specific instructions on the methods to be used in performing each phase of the work are given for new assignments.

The incumbent works in strict adherence to the instructions, assistance is readily available as needed, and the employee consults with the supervisor or a senior employee to clarify the original instructions, product conditions, or circumstances which are new or unusual to the employee.

The work is closely reviewed and may be checked while in progress or upon completion for compliance with instructions, adherence to prescribed methods and procedures, technical proficiency, and accuracy of any determination. As the trainee's skill level increases, review may be less frequent.

Factor 3. Guidelines

Level 3-1 25 pts.

Written guidelines include parts of the official grade standards, regulations, visual aids, instructional training material, technical manuals, and other written guidelines provided locally. However, the trainee is provided with the specific guidelines appropriate to the phase of the work to be done on new assignments; these guidelines are further explained to the employee before the work is performed.

The trainee adheres closely to the guidelines and instructions. Situations not directly covered by the guides (or borderline cases) are referred to a grader for clarification (or for determination).

Factor 4. Complexity

Level 4-2 75 points

The work involves following methods and procedures which are closely related. The technical factors necessary to consider are made relatively apparent and are readily verified. Variations in the work stem primarily from the particular type of poultry, poultry product, or eggs graded/inspected.

Factor 5. Scope and Effect

Level 5-2 75 points

The work consists of applying specific procedures to determine product grade or to obtain representative product samples which affect the final grade or condition determination. The work affects the accuracy and reliability of the final determinations and certifications.

Factor 6. Personal Contacts

Level 6-2 25 points

Contacts normally encompass senior graders or immediate supervisor. Additionally, during the course of performing duties, the employee has contacts with employees of the serviced industry such as machine or line operators, packers, lab technicians, foremen, shift supervisors, production or plant managers.

Factor 7. Purpose of Contacts

Level 7-3 120 points

Contacts with industry employees are for the purpose of coordinating the grader's own sampling or grading work with plant activities. Incumbent must maintain the cooperation of employees and managers of the plant to assure an acceptable level of on-site compliance with program policies, and to resolve operating problems. Significant questions and problems are referred to the supervisor or a senior grader for resolution.

Factor 8. Physical Demands

Level 8-3 50 pts.

Commodity grading work requires periods of physical exertion to lift and move boxes and cartons of products often weighing over 50 pounds; prolonged periods of standing, walking, stooping, bending, and climbing; physical coordination and finger dexterity in at least one hand for poultry grading assignments, and two hands for shell egg assignments to perform digital examination of eggs; ability to detect abnormalities in the commodity through normal or corrected vision in at least one eye for distance, depth perception, and color; ability to assure safety in highly-mechanized noisy environment through adequate or correctable hearing; and the ability to determine product qualities through smell.

Factor 9. Work Environment

Level 9-2 20 pts.

The work environment is in a poultry or shell egg plant which involves moderate discomforts and risks such as cold temperatures of freezer storage areas, the presence of processing equipment, moving parts and forklifts, and wet, slippery floors.

Total Points: 965